



General Assembly

February Session, 2016

Raised Bill No. 223

LCO No. 1599



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:
(LAB)

***AN ACT CONCERNING EMPLOYEE WAGES AND DISCIPLINARY
SUSPENSIONS FOR HARASSMENT OR WORKPLACE VIOLENCE.***

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Section 31-71b of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective from passage*):

3 (a) (1) Except as provided in subdivision (2) of this subsection, each
4 employer, or the agent or representative of an employer, shall pay
5 weekly or once every two weeks all moneys due each employee on a
6 regular pay day, designated in advance by the employer, in cash, by
7 negotiable checks or, upon an employee's written request, by credit to
8 such employee's account in any bank that has agreed with the
9 employer to accept such wage deposits.

10 (2) Unless otherwise requested by the recipient, the Comptroller
11 shall, as soon as is practicable, pay all wages due each state employee,
12 as defined in section 5-196, by electronic direct deposit to such
13 employee's account in any bank, Connecticut credit union or federal
14 credit union that has agreed with the Comptroller to accept such wage

15 deposits.

16 (b) The end of the pay period for which payment is made on a
17 regular pay day shall be not more than [eight] fifteen days before such
18 regular pay day, provided, if such regular pay day falls on a nonwork
19 day, payment shall be made on the preceding work day.

20 (c) This section shall not be construed to (1) prohibit a local or
21 regional board of education or an entity called a state-aided institution
22 pursuant to section 5-175 and a recognized or certified exclusive
23 bargaining representative of its certified or noncertified employees
24 from including within their collective bargaining agreement a schedule
25 for the payment of wages to certified employees or noncertified
26 employees that differs from the requirements of subsections (a) and (b)
27 of this section, or (2) prohibit a private or parochial school from
28 entering into a written agreement with its certified or noncertified
29 employees for the payment of wages to such employees that differs
30 from the requirements of subsections (a) and (b) of this section.

31 (d) Any agreement entered into pursuant to subdivision (2) of
32 subsection (c) of this section shall be null and void if such private or
33 parochial school ceases to operate prior to completing payment of all
34 wages due to its certified or noncertified employees and such private
35 or parochial school shall be liable for the payment of all wages due to
36 its certified or noncertified employees.

37 (e) Nothing in this section shall be construed to apply to employees
38 swapping workdays or shifts as permitted under a collective
39 bargaining agreement.

40 Sec. 2. (NEW) (*Effective from passage*) (a) For purposes of this section,
41 "employer" has the same meaning as provided in section 31-58 of the
42 general statutes, and "employee" means any individual employed or
43 permitted to work by an employer.

44 (b) An employer may deduct the wages of an employee employed

45 in a bona fide executive, administrative or professional capacity as
46 defined in the regulations of the Labor Commissioner issued pursuant
47 to section 31-60 of the general statutes, for one or more full days if such
48 employee is absent from work as a result of a disciplinary suspension
49 for violating a written workplace conduct rule prohibiting harassment
50 or workplace violence.

51 (c) The Labor Commissioner may adopt regulations, in accordance
52 with the provisions of chapter 54, as the commissioner deems
53 necessary to implement the provisions of subsection (b) of this section.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	31-71b
Sec. 2	<i>from passage</i>	New section

Statement of Purpose:

To allow businesses to pay employees once every two weeks without applying to the Labor Department for a waiver and to allow employers to deduct wages from a salaried employee who is suspended for workplace harassment or violence.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]